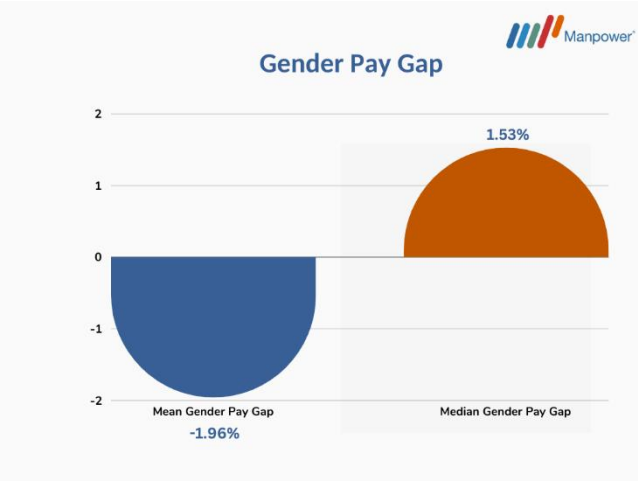
2023 Gender Pay Gap Report

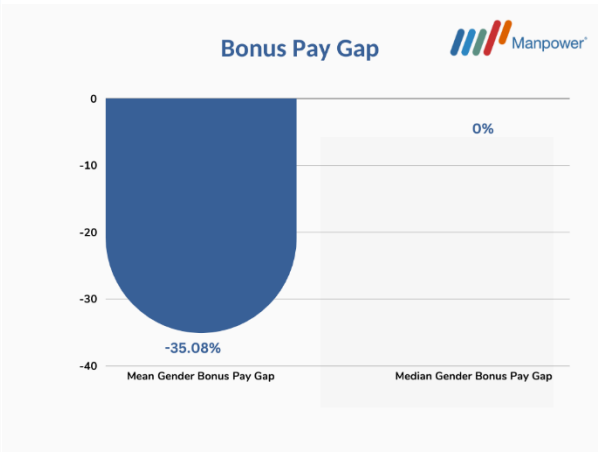
At **ManpowerGroup Ireland,** we are **deeply committed to fostering a workplace culture that champions diversity, equality, and inclusion**. We believe that empowering individuals from all backgrounds to thrive is not only the right thing to do but also integral to driving innovation, collaboration, and success.

Our dedication to creating an equitable workplace extends to **addressing gender pay gap. Transparency is a key part of this journey**, and this report **represents both our achievements and the areas where we continue to strive for improvement**. By understanding where disparities exist, we **can take meaningful steps to build a more inclusive future** for all our employees.

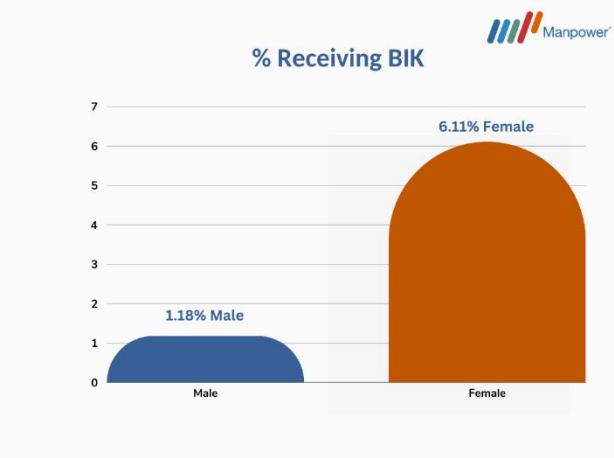
We are proud to share this **Gender Pay Gap Report** as a reflection of our ongoing efforts and as a catalyst for positive change.

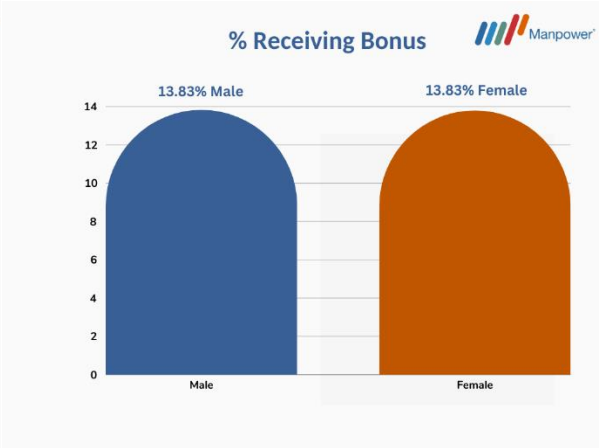
The graphs below show **ManpowerGroup Ireland's mean and median gender pay gap, as well as the mean and median bonus gender pay gap percentages,** based on hourly rates of pay for 2023.



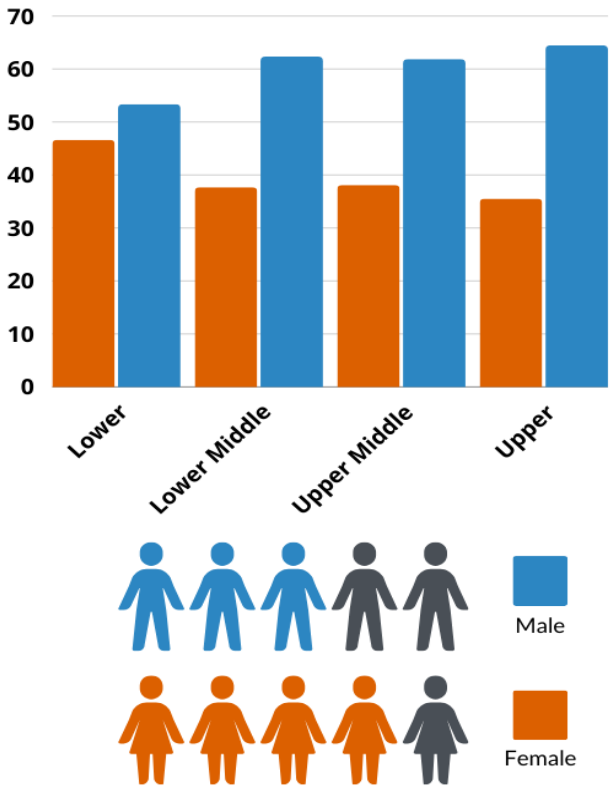


The two graphs **below represent the percentage of male & female employees that receive Benefit In Kind (BIK), as well as bonuses**, within **ManpowerGroup Ireland.**





The graph below captures **all of the Pay Rate Quartiles (in %)** across male & female employees. From the graph, there is some **disparity between male & female employees**, especially in the upper quartile, with a figure of **64.47% male, in comparison to 35.53% female.**



ManpowerGroup, the leading global workforce solutions company, helps organisations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organisations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills.

Our expert family of brands – Manpower, Experis, Talent Solutions and Brook Street – creates substantially more value for candidates and clients across more than 75 countries and territories and has done so for over 70 years.

As we emerge from five years of disruption to the workforce, **gender parity in the workplace is now more important than ever.** The business benefits of a more diverse and equal workplace have been well documented. Organisations which enable individuals of different gender, ethnicity, or other identities bring diverse perspectives which enhances creativity and leads to better decision-making and stronger business performance.

At **MPG** we are committed **to closing the gender gap** and creating **a culture of conscious inclusion** where everyone is included, and **all opinions are valued**. We are proud to nurture an inclusive environment in our own organisation, and that of the clients we serve. We have made great improvements, and we're proud of how far we've come to date.

Our primary focus, shared across every market, is to achieve gender parity at all levels of our organization**. As of 2024, Women account for 65% of the MPG global workforce**, **33 women sit on our 90-person Global Leadership Team**, the composition of **the MPG Executive Leadership Team is 30% women.**

Looking ahead

We have developed **our Diversity, Equity, Inclusivity and Belonging approach** over the last four years, with employee led groups focusing on creating awareness and promoting equity. Our philosophy of **ensuring a fully inclusive, diverse and gender balanced business** has been strengthened in our hiring and succession planning processes at all levels.

We've also been improving our culture via an audit, **to inform leadership of our strengths and opportunities to develop further.** Through this we have learned new ways to understand and leverage the best of our diversity, and role model this from the top all the way through the organisation.

We have made **significant strides in creating a more gender-inclusive work environment**. But there is still work to be done when it comes to including women in more management and leadership roles:

- **Continued focus on equal working practices,** through ongoing review of our people practices to drive a more inclusive workplace. This includes **a commitment to using diverse hiring panels,** creating **more inclusive compensation and reward mechanisms**, and a focus on **flexible practices.** We will continue to evolve our hybrid working model to meet the needs of all our people.
- Broadening our focus on **diversity awareness**, highlighting our own people's voice through employee led project groups representing diverse communities within our workplace these networks set clear goals to promote diversity and advocate inclusion, challenge us to improve our efforts to achieve a highly diverse workforce and advise on inclusive practices.

- **Upskilling our senior leaders** through a comprehensive roll out of inclusive leadership particularly addressing unconscious bias to ensure that our people processes and decision making is inclusive.
- **Developing our wellbeing programme to address health, work and social issues** that impact our diverse communities, providing guidance and support to help people achieve their personal best.
- **Promoting our Leadership Success Model**, which outlines the leadership behaviours that make us successful, including: unleashing potential and harnessing the strengths and diversity of everyone across our organisation. By focusing on this model when hiring, developing and promoting our people, we are able to **drive a culture of conscious inclusion** and hire individuals who value others.
- **Ensuring succession plans have equal representation,** through the use of objective criteria and moderation. Creating the environment and additional support where required to ensure people are treated equitably and set up to be successful. We will continue to set the expectation that all succession plans have **a 50:50 split of men and women**.
- Collaborating with our clients, to share best practice and to identify opportunities for innovative and effective approaches to provide an inclusive environment for our associates.

I confirm the data reported is accurate.

Olivia Kehoe, Head of HR,

ManpowerGroup Ireland